



LARAWAY
YOUTH & FAMILY SERVICES



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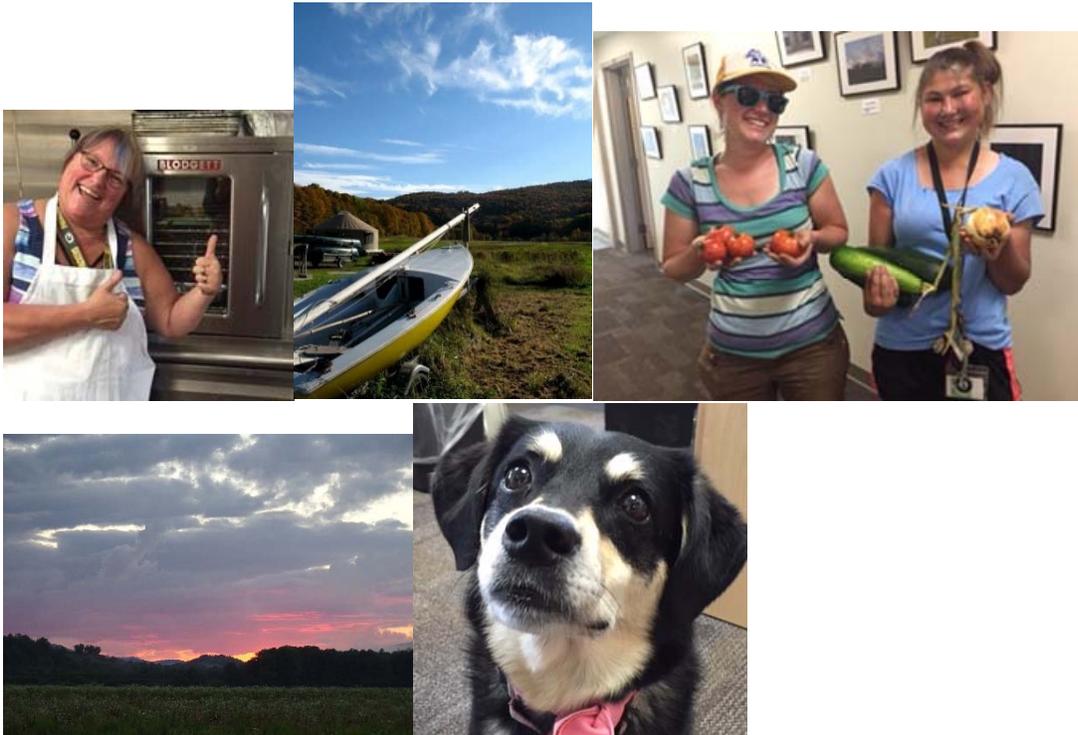
FY2016 ANNUAL REPORT

*EMPOWERING YOUTH * STRENGTHENING FAMILIES * BUILDING COMMUNITY*

*Today was actually pretty great!
-Youth*

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*You have a wonderful eye for photography
-Comment from a Community Member at Laraway's Annual Photo Contest*

Letter from our Board President

Every time I walk down the hall at Laraway to our Board meeting, I encounter new display of art. I always stop to consider the piece or read a few words from the student who created it. I think about the pride and confidence they must feel seeing their work displayed and about the many hours of effort the Laraway youth and staff put into creating the beautiful display before me. When I go downtown to grab coffee, I see another solo art show by a Laraway student displayed in a local business. I think about how many community members now have an opportunity to view it as I have.

For many years our Board has witnessed the incredible creativity and talent of the staff and students at Laraway Youth and Family Services, but this year our community had many opportunities to see it for themselves. This year, numerous art shows, concerts and projects have provided opportunities for Laraway youth, staff (and even a few Board Members) to display their gifts. This has not only been an opportunity for youth to gain confidence and learn many skills, it is a way for Laraway to show its best to the community and to contribute its ample talent to all.



As you read this annual report, I hope you take a moment to consider the tremendous daily effort of the staff at Laraway behind the scenes to make these opportunities happen and to give Laraway youth the support they need to continue to be successful, creative and thriving members of our communities!

Anne Smith, M.Ed.
President

Laraway Youth & Family Services Board in FY2016

**Matthew Baughman
David Bergh
John Connell**

**Rick Holcomb
Mary Moulton
Kyle Senesac**

**Anne Smith
Sarah Squirrell
W. Duncan Tingle**

*These kids deserve hugs, compassion, acceptance
-Staff*

Letter from our Executive Director

June 15, 2016 marked Laraway School's 41st Graduation and Student Recognition event. The number of high school graduates varies from year to year. This year we had four young men completing their high school journey and preparing for the next steps of their transition to adulthood.

One of the last students to be recognized that day was a 6-year-old who is just beginning his school adventure. He completed kindergarten with us and has transitioned back to his public school with supports from our Backpack Program. A highlight for me at the recognition event was watching him run (and bounce) up to the podium to receive his certificate with the backdrop of our four high school graduates. It provided a visual reminder of the diverse needs of the young people---and their families---we serve, across our programs.

In an effort to better meet these needs, we have taken steps to bring our services and supports closer to the places where our kids live and attend school. In addition to our main campus in Johnson, we now have residential programs in Johnson and Westfield, a Laraway School satellite office in Hardwick, and staff offices for our Backpack Program in Morrisville. We also provide therapy support and services in public schools. As a result of establishing these locations, family engagement is increasing and we are helping our young people make stronger connections to their communities.

As we look towards the upcoming fiscal year, we will strive to bring greater attention to the transition needs of our youth and their families. This will include a focus on young people preparing to cross the threshold into adulthood. We will also give attention to other transitions, such as the return to a public school, departure from our services, and/or a family move to a new community. Our other goal for this year is to ensure all staff and foster families receive the support and supervision they need.



Thank you for your interest in and support of our work with children, youth, and their families. Please feel free to contact me with questions or to find out how you can engage in the work of community building with us.

Greg Stefanski, M.Ed.
Executive Director
GStefanski@Laraway.org
(802) 635-2805 x 102

*Laraway hung in there with a very difficult child
-Partner Agency*

Agency Overview

FY2016 was a year of change, growth and expanded learning across Laraway. We offer a few highlights...

- Agency-wide Information Technology enhancements, including significant server upgrades
- Agency-wide implementation of Electronic Medical Records (EMR)
- Agency-wide training in Resilience for all staff
- Agency-wide day of service on Martin Luther King, Jr., Day
- Agency-wide Art and Photography Shows in Laraway's Gallery Space
- Expanded licensures at Laraway School
- Formal renewal of Residential and Child-Placing Agency Licenses for Substitute Care, our therapeutic foster care program
- Addition of a second Micro Residential Program in Vermont's Northeast Kingdom
- Hiring of a new Backpack Director and expansion of the public-school-based behavioral intervention program with offices opened in Morrisville, Vermont
- Successful submission of a competitive proposal to provide Intensive Family Based Services (IFBS)



*I made the right choice today
-Laraway Youth*

RBA: Measuring Laraway's Effectiveness

PROGRAM	CONDITION	MEASURE	DATA SET	DATA
SUSTITUTE CARE				
	Active Youth Engagement	% of youth who engage and/or participate in their treatment and transition	Monthly Treatment Meetings Weekly House Meetings	82%
SCHOOL				
	Improved Student Mental Health	% of students achieving 90% of attendance	Monthly Data Sheet Averages and 6-month IPC	88%
	Improved Student Academic Achievement	% of students passing classes	Report Cards	97%
	Improved Student Attendance	% of students achieving 90% of attendance	School Attendance Records	65%
BACKPACK				
	Enhanced Student Independence	% of students transitioning to independence or lower level services (i.e., Tier II)	Data Sheets/Graphs School and Team Reports	29%
	Improved Student Behavior	% of students advancing in behavioral goals	Data Sheets/Graphs School and Team Reports	81%
	Improved Student Mental Health	% of students advancing in treatment goals	IPCs: Annual plans and reviews	74%
	Reduced Physical Restraints	% change	Data Sheets, Incident Reports	35% decrease
CLINICAL				
	Expanded Access to Therapy	# of sessions scheduled	Clinical Appointment Tracking	32% increase

ADMINISTRATION				
FINANCIAL MANAGEMENT	Improved Fiscal Stability	Non-deficit status	Audited Financial Statements	No Deficit
HUMAN RESOURCES MANAGEMENT	Enhanced Staff Readiness	% of new hires meeting or exceeding established job qualifications	Resume and Application Files	100%
DEVELOPMENT/ COMMUNICATIONS	Increased Financial and In-kind Resources	% change in Annual Appeal Resources	Development Tracking Report	6.5% increase
FACILITIES MANAGEMENT	Prudent Stewardship of Agency Properties	-Maintenance response time -Uptime	Annual Maintenance Calendar	90% 99%
LAND MANAGEMENT	Active Agency Involvement in Land Initiatives	Amount of staff, youth and volunteer participation	Annual Tracking Reports	30 Volunteers and weekly Farmer on Site events
INFORMATION TECHNOLOGY	Increased Reliability of IT Infrastructure	% of infrastructure Uptime (not maintenance)	Quarterly Reports of Server Outages	99%

*I really enjoy the colors, textures and focus in your photo
-Comment from a Community Member at Laraway's Annual Photo Contest*

Substitute Care, a therapeutic foster care program

Laraway's Substitute Care Program served 59 clients during FY2016. As a state-licensed child placing agency, we're committed to providing the best and most appropriate supports for youth in our care via our foster care, micro residential and Intensive Family Based Services (IFBS) programs.

Youth in our foster care program are carefully matched with foster parents able to competently support youth with challenging needs with guidance, warmth, caring and carefully applied measures of humor. Providing a stable, positive home life helps kids heal from past trauma. Case managers work with youth to map our educational, therapeutic, social and life skills goals, preparing them for transition to adulthood.

Substitute Care opened its second micro residential home, Westfield House, in Vermont's Northeast Kingdom in FY2016, after competing successfully for a contract from the State of Vermont Department for Children and Families. Modeled after Foote Brook House, Westfield House actively embraces an outdoor adventure education therapeutic model as well as a comprehensive life skills curriculum.

Substitute Care competed successfully for an IFBS contract with the State of Vermont to provide services to youth---and their families--at risk of having children removed from the home. Staff work very closely with families to assess needs and risks, applying measures to stabilize and support families---to get them what they need---to present child removal from the home.



During FY2016, 6 youth graduated from high school; 2 are continuing their education in college while others transitioned to work, in cases of higher need, appropriate adult mental health supports. Six youth experienced successful reunification with their families.

These kids are our kids. They play on soccer and football teams. They have after school jobs at grocery stores and spin pizzas at a local restaurant. One of your youth volunteers for his community's volunteer fire department, balancing this with schoolwork and a part-time job at McDonald's. Helping youth build positive relationships and find natural supports are key to their future success.

Looking Ahead to the Future

Substitute Care looks ahead with optimism and an eye towards enhancing the quality of services while responding to the growing need for residential services. Integrating more adventure education, exploring new treatment models and partnerships.

*I enjoy teaching this population and figuring out how to best help them to learn
-Staff*

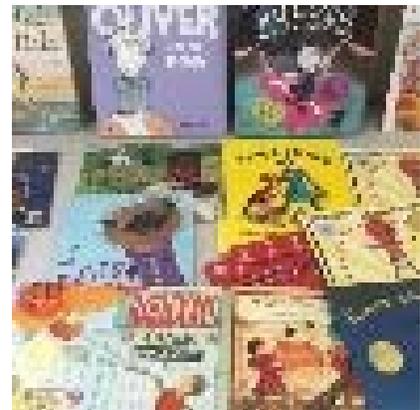
Laraway School

Laraway School had a year with many positive transitions, creating an influx of new students. We served forty-eight students over the course of this year. Highlights of the year include a 100% graduation rate for our six seniors and ten students successfully transitioning back to their public schools. Another significant factor for us was strong attendance within our high needs population: 81 % of our students were present more that 76 % of the time.

Our school focus is on helping students engage in their treatment while developing skills to advocate for themselves and find positive strategies to communicate, self- regulate and maintain safe behavior. Students engage in academics, thematic units, Adventure Education, Art, service learning, and group and individualized counseling as avenues to support them in realizing positive growth. Based as we are at a historic farmstead, we move through the year following the rhythms of the land and Vermont culture. In spring we plant, then participate in caring for the gardens, moving onto harvesting, cooking and canning in the fall. Laraway creates community and belonging through schoolwide participation in the gardens, apple picking and cidering, sugaring, and events including Laralympics and Laracon. Also, our older students are engaged in School to Work opportunities.

As we review our FY2016 results, 87% of our students made progress in their treatment goals and 13% were in the emergent stages of treatment. Our students progressed in their academics and successfully passed classes and moved grade levels, gained credit toward graduation, and/or completed all requirements toward graduation. Eighty-eight percent of students passed all of their classes in this school year. Ninety-seven percent passed into the next grade level.

During FY2016, we established a school site in Hardwick, and have had four students at that site thus far. We expanded our Special Education License with the Vermont Agency of Education.



Looking Ahead to the Future

We look forward to another excellent and growing school year.

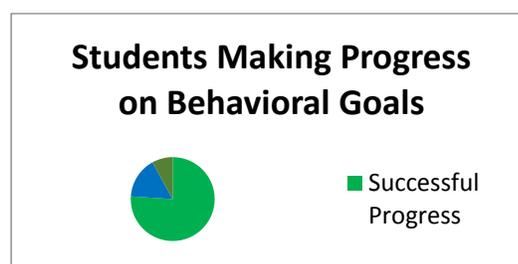
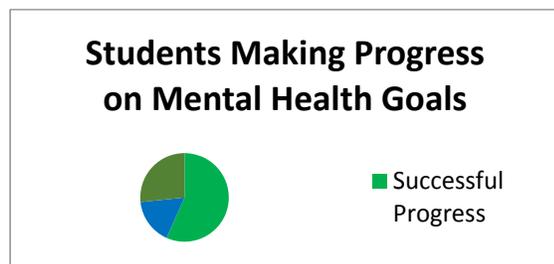
“We are so eternally grateful for the support you’ve provided *client*. You made a huge difference in his life. The constant phone calls from the school stopped, and the calls we received from Backpack were encouraging and supportive. What I want you all to know is that you are a tremendous gift to our family.”

-Backpack Parent

Backpack

Laraway’s Backpack Program served a total of 38 clients during FY2016. Twenty-nine students accessed 1:1 supports (Tier 3) throughout the year with two new students starting at the end of the school year/ start of summer program. Six students accessed supports via our Tier 2 program based in a local elementary school; 2 students received case management only services, and 1 student received only behavioral consult services. We collaborated with school partners to provide additional services benefitting youth and their families school-wide. These included developing a social skills curriculum with a special educator, completing functional behavioral assessments for youth not enrolled in our programs, and Backpack staff delivering Zones of Regulation curriculum to a local school’s Pre-K program to help them develop self-regulation strategies and the ability to self-identify their needs.

Backpack approaches each client with the idea that we are working ourselves out of a job. We focus on what skills clients need to develop and what obstacles impede their progress. Our approach is strength-based, getting clients where they need to be to successfully access their education in the least restrictive way possible. By broadening supports offered (e.g., Tier 2) we helped 29% of our students realize the goal of lower level services. Backpack also tracks student progress towards achieved mental health and behavioral goals as depicted below. We have several students who will most likely be transitioning to a lower level of service during the fall of 2016.



Looking Ahead to the Future

Backpack is experiencing tremendous growth. As demand grows, we anticipate adding positions embedded in schools and hiring a Program Clinician to provide clinical supervision, work with clients and families, conduct evaluations and collaborate with behavioral staff. We look forward to continued growth and diversification of services to meet community needs.

*My community support worker is the best. We do fun stuff together.
-Youth*

Clinical

Laraway’s Clinical Department stayed very busy this year, with both clients served and services provided increasing across the agency and the community. For the FY2016, the clinical team was comprised of; The Director of Clinical Services who also provided therapy (Matt Sadowsky), a full-time Child/Family Therapist (Mag Sladyk-Benoit), a part-time therapist and 2 interns (Amber Cheever and James Marsh).

Laraway continues its commitment to providing interns with excellent training to prepare them for future clinical work while preserving quality services for our clients. Interns are an integral part of our clinical team. Our interns provide both individual and group therapy agency-wide as well as to community referrals. Some of the groups they supported this year were; “Jane of all Trades”, Adventure Education, Mindfulness, “Life Stories”, and an activity/process oriented group to support youth in our group homes.

Our community outreach also demonstrated growth in FY2016. Laraway continues to provide --on a contractual basis--clinical services at a local public school. This service expanded with an additional ½ day of services added. We also continue to provide Outpatient therapy services to the local community, and the number of community referrals has increased.

Break-down of FY2016 Client Services:

Clients Served	Clinical Sessions	Laraway Clients	Community Clients	Groups Provided
80	1210	52	28	5 (161 Sessions)

2015 and 2016 comparison

FY2015 Clinical Sessions	FY2016 Clinical Sessions	Percent Change	FY2015 Group Sessions	FY2016 Group Sessions	Percent Change
914	1210	+32%	139	161	+14%

Looking Ahead to the Future

Laraway’s Clinical Department has some exciting plans for the future. Clinical services provided in a local elementary school will expand yet again this fall by an additional day. Psychological evaluation services will be offered for the first time to both Laraway youth as well as to support the children and families in our community. We are also making plans to partner with Hope Grows Farm to assist in providing Equine-Assisted Therapy.

Most importantly, we remain focused on learning and growing as therapists in order to provide the best possible supports to our children and families. We work hard to build strong relationships with our youth, their families, and our community partners. This is the foundation for all future growth.

*Staff at Laraway are always willing to give youth a chance
-Partner Agency*

Thank you to our supporters

INDIVIDUALS

Anonymous, Jim & Jennifer Adkisson, Richard & Patricia Albrecht, Cindy & Steve Allen-Berson, Robert Anderson, Lela & Don Avery, Susan & Bill Bartlett, Matthew Baughman, Bruce



& Mary Beard, David Bergh, Charles & Linda Berry, Julie Bomengen & Roger Murphy, Susan & Jeff Bond, Elise Braun, David & Elizabeth Brown, Matthew Cameron, Tom & Sue Carney, Connie Cassel, David Cate & Margaret Fanning, Carol A. Caton, Robert & Nancy Comolli, John Connell, Patricia Connor, Geoffrey & Martha Corey, Sheila Cross, James & Denise Daignault, Jack & Melanie Dennis, Rebecca Dennis & Nathaniel Perham, Everett & Melanie Dickinson, Idoline & Biddle Duke, Naomi Dumbleton, Paul

& Mary Dupre, Sandra & Walter England, Charles & Pat Eyler, Shaun & Laura Fielder, Sally Fraize, Maggie Flynn, Scott & Patricia Fortney, Carl & Elaine Fortune, Sharon Fortune, John & Jackie Frickie, Karen Gordon; Max & Pat Gray, Nancy Davila-Groveman & Jon Groveman, Sue Minter & David Goodman, Gary & Roberta Hamblin, Bob & Linda Hill, Heather Hobart, John Howe, Bill & Berly Jenne, Scott & Sally Johnson, Linda Jones, Joyce & Ben Judy, Denise Keefe, Jane Kennelly, Franklin Kellogg, Chris & Stanley Kluckowski, Dorigen Keeney & Carl Powden, Lori LaCroix, Jennifer & Elm LaPoint, Lori & Paul Ledak, Janice Lovell, Millie & Dick Marron, Suzanne & Tom McDevitt, Larry & Mary Ellen McGee, Lisa & Valar Mihan, Virginia & Jennifer Milne, Kent & Natalie Mitchell, Mary & Dean Moulton, Mark Nash & Andrea Hopkins-Nash, Sid & Marian Nichols, Meg & Jamie O'Brien, Jason Owen, Jolly Parker, Mel Patashnik, Larry Peck, Judyth Pendell & Warren Azano, Pamela Perry, Carmen Portelli & Shawn Brennan, Pat & Nick Racheotes, Dan Regan & Judith Mathison, Betsey Field & Paul Rogers, Casey & Howard Romero, Raymond & Lorraine Roy, Michael &



Barbara Sadowsky, Bill & Kate Schubart, Patricia Schwarz, Kyle Senesac, Dary & Karen Sheehy, Amena & Philip Smith, Anne Smith & Timothy Managhan, Bradley & Lori Smith, S. Arnold & Karen E. Smith, Brenda Snow, Theresa Snow, Richard & Joy Spanier, Kermit & Hazel Spaulding, Sarah Squirrel & Chris Piatek, Katherine Stamper, Robert Stearns, Elizabeth Steele, Greg & Jennifer Stefanski, Kay Stephenson, Karl & Rose Strohmaier, Rhonda Stuart, Harold Taylor, Duncan & Nancy Tingle, April Tuck & Ronald Carter, Melissa Volansky & Shap Smith,

Dwight Wadel, Jarod Waite, Chuck & Betty Welch, Walter & Mary Wells, Alice Whiting, Lee & Sharon Weltman, Sue Wisheart & Howard Duchacek, Charles & Pam Witherell, David & Peggy Williams

ORGANIZATIONS

1st Congregational Church of Morrisville; 2nd Congregational Church of Hyde Park; BCEMS Staff; Ben & Jerry's; Donald P. Blake, Jr., Inc.; Brock & Brock, PLLC; Bitternut Mountain Farm; C3 Worldwide; Charlmont; Children's Literacy Foundation; Coal Headwear; Concept2; Copley Hospital Auxiliary, Inc.; Costco; Craftsbury Outdoor Center; Deb's Place; Ebenezer Books; Echo Center; Elmhill, Inc.; Foote Brook Organic Farm; Forget Me Not Shop;



Hannaford's; Hello Gorgeous; High Mowing Organic Seeds; Hoagies-Morrisville; House of Pizza; Jay Peak; Jimmz Pizza; Johnny's Selected Seeds; Johnson Farm & Garden; Johnson Hardware & Rentals; Judevine Maple Farm; KM Electric; Lamoille County Sheriff's Department; Lamoille County Youth Center; Lenny's Shoes; Light Logic; Manufacturing Solutions, Inc.; Jeffrey R. McKechnie, DDS; Mill Foundation; Nantucket Dolphins Swim Team Booster Club, Inc.; Northern Highlights; No School Snowboard Shop; Notch

Above Building & Design, LLC; Paine's; Pick N Shovel; Piccasso; Pizza on Main; Pratt & Smith Electrical Contractors, Inc.; Price Chopper; Red House; RG's Turning Heads; Riverbend Market; Ross Environmental; Rotary Club of Newport; St. John's in the Mountains Episcopal Church; Selectric; Shaw's General Store; Scheerer Family Foundation; Smugglers' Notch Resort; Stowe Family Dentistry; Stowe Rotary Club; Tangles; G.W. Tatro Construction; The Bagel; The Great Outdoors; TOPS-Hardwick; Tulgey Wood Foundation; Turtle Fur; Vermont Agency of Education; Vermont Arborists; Vermont Council for the Arts; Vermont State Parks; VFW-Morrisville; Wheel House Designs; Wider Than the Sky; Wildcat Bussing

IN MEMORY OF: Jim Thompson

IN HONOR OF: Cat Gallagher

Note: We appreciate our supporters. If your name was inadvertently missed, please contact Katherine Stamper at (802) 635-2805 x 106 or Kstamper@Larawa.org

Laraway Youth and Family Services, Inc.
and Laraway Farm, Inc.
CONSOLIDATED SCHEDULE OF SUPPORT, REVENUE AND EXPENSES
BUDGET TO ACTUAL
For the Year Ended June 30, 2016

	<u>Budget</u>	<u>Actual</u>	<u>Variance Favorable (Unfavorable)</u>
REVENUE AND OTHER SUPPORT			
Tuitions	\$ 1,725,840	\$ 1,801,664	\$ 75,824
DCF Foster Care	385,396	616,810	231,414
Medicaid	9,688,253	7,477,700	(2,210,553)
Client transportation	22,458	33,540	11,082
Grant revenue	113,918	57,309	(56,609)
Other revenue	91,304	57,411	(33,893)
Gain on sale of assets		(9,289)	(9,289)
Interest income	<u>25,957</u>	<u>26,089</u>	<u>132</u>
TOTAL REVENUE AND OTHER SUPPORT	<u>12,053,126</u>	<u>10,061,234</u>	<u>(1,991,892)</u>
 EXPENSES			
Salaries	6,102,611	5,501,773	600,838
Payroll related expenses	689,776	689,714	62
Employee benefits	1,656,493	1,288,774	367,719
Occupancy	398,268	300,866	97,402
Equipment related expense	14,749	7,825	6,924
Transportation/vehicle	412,176	374,630	37,546
Food	108,901	114,469	(5,568)
Academic/professional services	210,593	139,522	71,071
Resident/student expense	1,428,495	923,310	505,185
Depreciation	210,353	203,071	7,282
Amortization	7,081	7,081	
Supplies		4,787	(4,787)
Administrative expenses	<u>673,313</u>	<u>600,054</u>	<u>73,259</u>
TOTAL EXPENSES	<u>11,912,809</u>	<u>10,155,876</u>	<u>1,756,933</u>
EXCESS (DEFICIT) OF REVENUE OVER EXPENSES	<u>\$ 140,317</u>	<u>\$ (94,642)</u>	<u>\$ (234,959)</u>

*I have awesome, funny, positive co-workers
-Staff*

We invite you to visit us! To arrange a tour, please contact Laraway's Development Office at (802) 635-2805 x 106 or Kstamper@Laraway.org

Laraway Youth & Family Services

275 VT Route 15 West

Johnson, Vermont 05656

Website: www.Laraway.org

Facebook: <https://www.facebook.com/larawayyouth>

Blog: larawayyouth.blogspot.com

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